

Violence in Workplace

Facts

Workplace violence can be generally defined as verbal or physical assault or any violence that happens at work or while on duty.

According to the Bureau of Labor Statistics, there were 57,610 nonfatal cases of workplace violence in 2021-2022. These incidents required days away from work, job restriction or transfer. Of those victims who experienced trauma from workplace violence: 72.5% were female with an annualized incidence rate of 5 cases per 10,000 full-time workers, compared to 1.4 cases per 10,000 male workers.

Violence can occur in any workplace and among any type of worker, but the risk for fatal violence is greater for workers in protective services and transportation and material moving, while the risk for nonfatal violence resulting in days away from work is greatest for healthcare and social assistance workers.

Reducing Violence in the Workplace

The rate of workplace violence can be significantly lowered if employers:

- Create workplace environments that promote employee safety.
- Develop and practice violence prevention strategies, including conflict resolution training.
- Provide personal counseling to employees through employee assistance programs.
- Provide effective job counseling for employees who have been laid off or fired.
- Provide services for employees who have difficulty with anger.

Recognizing Violence in Others

Warning signs which indicate violence is a serious immediate possibility:

- Loss of temper on a daily basis
- Frequent physical fighting
- Significant damage to property
- Increase in use of drugs or alcohol
- Increase in risk-taking behavior
- Detailed plans to commit acts of violence
- Plans or threats to hurt others
- Enjoyment from hurting animals
- Possession of a weapon

Warning signs which indicate a potential for violence:

- a history of violent or aggressive behavior
- serious drug or alcohol use
- access to or fascination with weapons, especially guns
- threatening others regularly
- trouble controlling aggressive feelings, anger
- withdrawal from friends and usual activities
- having been a victim of bullying
- history of discipline problems
- talking of feeling disrespected, rejected or alone
- failing to acknowledge the feelings or rights of others

Tips on Managing Conflict

- Learn to understand your own feelings about conflict and recognize your “triggers,” words or actions that make you have an emotional response such as anger. Once you know your “triggers” —such as a facial expression, tone of voice, pointing finger, certain phrase— you can better control your emotions.
- Express yourself calmly. Express criticism, anger, disappointment, or displeasure without losing your temper. Ask yourself if your response is safe and reasonable.
- Listen to others carefully and respond without getting upset when someone gives you negative feedback. Ask yourself if you can really see the other person’s point of view.
- Negotiate — Explain your needs and define the problem. Talk about the issues without insulting or blaming the other person. Work out your problems with someone else by looking at different solutions and compromises. Make it your goal to defeat the problem, not the person.
- Learn to talk about your feelings. If you’re afraid to talk or can’t find the right words to describe what you’re going through, find a trusted friend or professional to help you.

Sources:

Mental Health America
National Institute for Occupational Safety and Health
Center for Mental Health Services
U.S. Bureau of Labor Statistics
Consumer Information Center
American Psychological Association

Serving people in Crawford, Grand Traverse, Leelanau, Missaukee, Roscommon and Wexford Counties.

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